



You will need to produce an Equality Impact Assessment (EqIA) if:

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity. You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process (outlined in appendix 1). Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Equalities and borough profile data, as well as other sources of statistical information can be found on the Harrow hub, within the section entitled: [Equality Impact Assessment](#) - sources of statistical information.

Equality Impact Assessment (EqIA)

Equality Impact Assessment (EqIA)			
Type of Decision:	<input checked="" type="radio"/> Cabinet	<input type="radio"/> Portfolio holder	<input type="radio"/> Other (state)
Title of Proposal	Homes for Harrow: Council House Building for Londoners Programme – Airspace Development	Date EqIA created: 30 June 2021	
Name and job title of completing/lead Officer	Alison Pegg Head of Housing Regeneration		
Directorate/ Service responsible	Community- Housing Services		
Organisational approval			
EqIA approved by Directorate Equalities Champion	Name	Signature	<input type="checkbox"/>
		Tick this box to indicate that you have approved this EqIA	
		Date of approval	

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions

(to be completed **after** you have completed sections 2 - 5)

a) What is your proposal?

The proposal is a pilot project to lease the airspace above existing council properties on the Berridge estate in Edgware ward at a peppercorn rent to Apex Airspace Development who will construct new homes with the intention that the council be offered first refusal to buy the homes constructed in the airspace for letting on secure council tenancies.

The Berridge estate (Buckingham and Whitchurch Avenue) in Edgware ward comprises 12 blocks (6 double blocks) with a total of 144 flats (a mixture of 1 and 2 bedroom). There is a mixture of tenants and leaseholders, with 109 tenanted properties and 35 leasehold properties. 48 of the 144 properties are on the top floors of the blocks.

Consultation

All council house building proposals are consulted on with local residents and ward councillors at the start of the design process and before a planning application is submitted and changes made as a result of resident feedback.

A consultation event was held on the 22 October 2019 to which all estate residents were invited. A total of 17 householders (approx. 32 residents) attended the event. In addition, representatives from the TRA and HFTRA also attended. A separate meeting was held with a top floor leaseholder who couldn't attend the event.

The event was in general positively received, with some issues raised regarding the proposals and some relating to current estate issues.

The main points raised during the consultation in relation to both the proposal and estate issues were:

1. Parking issues (mainly caused by non-resident use of the estate parking spaces)
2. The desire to be consulted throughout the planning process
3. Refuse management and collection
4. Disturbance during the build process
5. Request for an elevator be installed for less mobile tenants
6. Change of dynamics of the estate by the addition of new tenants
7. Lack of play areas for children (although they did not want the old playground re-instated due to ASB)
8. Poor estate lighting
9. Vermin issues in some blocks
10. Request for the current tenants to be able to move to the new flats when completed (especially those who live on the current top floor).

In response to the consultation, officers have proposed to consider:

- That existing secure tenants are offered the option to move into the new flats, and the flats they vacate are then let to households on the Housing Register;
- That an option for resident leaseholders to “swap” their equity and move into a new flat be investigated, their vacated flat then being relet to households on the Housing Register;
- That a parking permit scheme be pursued.

There will be further consultation with estate residents, informal and formal, to progress the project.

b) Summarise the impact of your proposal on groups with protected characteristics

The project will increase the amount of affordable housing in Harrow which will have a positive impact. It is a key council priority to deliver new council homes, making a difference in Harrow by increasing the supply of affordable housing to meet the needs of vulnerable households and families who cannot afford market housing. In February 2019 the council approved a new council house building programme, funded through a successful grant funding bid to the GLA and Housing Revenue Account (HRA) resources. This proposal will enable the delivery of new council homes under that programme.

Harrow has a small social housing stock, the smallest in West London and one of the smallest across London. The Council owns just under 4,800 homes within its Housing Revenue Account (HRA) and there are just over 4,300 housing association properties in Harrow. Approximately 10% of Harrow's households live in social housing.

In November 2020 there were 2,081 eligible applicants on the housing register. 1,930 (92.7%) were ‘homeseekers’ and 151 (7.3%) were ‘transfer applicants’- those already in social housing but with an identified need to move to a more suitable property. 235 permanent social lettings were made in 2019/2020 to applicants on the housing register in line with the Housing Allocation Scheme, 45 sheltered housing for older people and 190 general needs. Increasing the amount of social housing in Harrow is key to meeting this demand.

c) Summarise any potential negative impact(s) identified and mitigating actions

The project will potentially have short term negative impacts on the existing tenants and leaseholders of the blocks during the construction phase due to the works needed to carry out the project and the associated disruption. This impact will vary but may particularly impact those in the protected characteristic groups of age and disability.

When planning the installation of the new homes consideration should be given to the potential disruption to all residents. Mitigations might be avoiding some works being carried out at particular times, provision of a refuge space during some elements of the construction, a Resident Liaison officer in close contact with individual residents as well as providing advance notice of work.

2. Assessing impact		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day 2011 was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. At the time of the 2011 Census 20.1% of residents were children (aged 0-15), 65.8% were of working age (16-64) and 14.1% were aged 65 and above. The Government's population estimates as of mid-2019 show that Harrow's population now comprises 53,400 (21%) children aged 15 and under, 157,800 (63%) adults of working age (aged 16-64) and 40,000 (16%) adults aged 65 and over. As with most areas in the country, the borough has an ageing population.</p> <p><u>Housing Register</u></p> <p>In November 2020 there were 2,081 eligible applicants on the housing register. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants' - those already in social housing but with an identified need to move to a more suitable property.</p> <p>3.8% of applicants were aged under 25 years, 50.7% were aged between 25 and 45 years old, 36.4% were aged between 45 and 64 years old and 8.4% were aged 65 years and older. While older people are under-represented on the housing register compared to the overall population this is likely to be because of the range of other</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>specialist housing and care options available to them, such as living with relatives, domiciliary care and residential care.</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>Please note that not all leaseholders reside in the properties that they have bought, and data is not held about their private tenants.</p> <p>The age of 41 residents is not known. Of those 103 residents for which the data is recorded 4% of residents are aged 0-24 years, 27% are aged 25-44 years, 47% are aged 45-64 years and 22% are aged 65 years and over.</p> <p>Of the 48 residents who live on the top floors (included in the data above) the age of 17 residents is not known. Of those 31 residents for which the data is recorded 6.5% of residents are aged 0-24 years, 42% are aged 25-44 years, 45% are aged 45-64 years and 6.5% are aged 65 years and over.</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>Increasing the supply of available affordable housing in Harrow through this project will have a positive impact across protected characteristics, particularly on housing register applicants seeking social housing.</p> <p>Based on the known data the majority of residents on the estate, and on the top floors, are of working age. When planning the installation of the new homes consideration should be given to the potential disruption to residents of all ages groups and this should be discussed during the consultation process. Mitigations might be avoiding some works being carried out at particular times, provision of a refuge space during some elements of the construction, a Resident Liaison officer in close contact with individual residents as well as providing advance notice of work.</p>				
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Disability	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day 2011 was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200.</p> <p>In the ONS Annual Population Survey (July 2019 to June 2020) 15% of Harrow's working age population classified themselves as disabled, a total of 23,500 people. 4,176 individuals received Disability Living Allowance (DLA) in February 2020. (DLA is currently being replaced by Personal Independence Payment (PIP) for disabled people, leading to a decline in the number of DLA claimants in recent years. Applicants for DLA currently have to be aged under 16.)</p> <p><u>Housing Register</u></p> <p>In November 2020 there were 2,081 eligible applicants. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property.</p> <p>Some applicants are awarded priority Band A+ or A for 'Medical' reasons. Others with disabilities or long-term health conditions may have cumulative needs and be given priority under a different reason such as 'Severe Hardship' or 'Social Hardship'. It is also likely that applicants in categories such as 'Under-Occupation' and 'Elderly Sheltered' are disabled or have a long-term health condition. Unlike some other protected characteristics, the status of disability can change. Whilst we record this information at the application stage and again at the offer/letting stage, and it is the responsibility of the applicant to notify us of changes in their circumstances, we are unable to keep every record up-to-date on the Housing Register. For these reasons there is currently limited comprehensive data on disability.</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<p>Please note that not all leaseholders reside in the properties that they have bought, and data is not held about their private tenants.</p> <p>18% residents have disclosed that they have a disability or long-term health condition.</p> <p>Of the 48 residents who live on the top floors (included in the data above) 13% residents have disclosed that they have a disability or long-term health condition.</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>Increasing the supply of available affordable housing in Harrow through this project will have a positive impact across protected characteristics, particularly on housing register applicants seeking social housing.</p> <p>The data on disability is limited but based on the known data there are residents on the estate, and on the top floors, who are disabled or have a long-term condition. When planning the installation of the new homes consideration should be given to the potential disruption to these residents as set out in the section on Age. There may also be the scope to consider other improvement to the existing building as a result of the proposed development which may improve access, such as installation of a lift.</p>			
Gender reassignment	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day 2011 was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. There is limited data held about this protected characteristic for the Harrow population. The England/Wales Census and Scottish Census have not asked if people identify as transgender. The charity Gires estimated in their Home Office funded study in 2009 the number of transgender people in the UK to be between 300,000 and 500,000. More recently Stonewall advised that it is estimated that around 1% of the population might identify as trans, including people who identify as non-binary. This would represent about 600,000 trans and non-binary people in Britain and about 2,500 people in Harrow.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>

	<p><u>Housing Register</u></p> <p>In November 2020 there were 2,081 eligible applicants. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property.</p> <p>There is limited data on gender reassignment.</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>There is limited data on gender reassignment.</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>We do not have sufficient data on gender reassignment to assess the impact of the proposal, but we do not anticipate that it will have a negative impact on this group. When planning the installation of the new homes consideration should be given to the potential disruption to all residents.</p>				
Marriage and Civil Partnership	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day (27 March 2011) was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. At the time of the 2011 Census 54% of Harrow's residents were married, which was the highest level in London. 21% of households were married, or in same-sex civil partnerships, with dependent children, the highest level in London.</p> <p>At October 2020 there have been 144 Same Gender Civil Partnerships in Harrow, 25 of which has been converted to a Marriage. There have been 8 Opposite Gender Civil Partnerships. There have been 57 Same Sex marriages.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p><u>Housing Register</u></p> <p>In November 2020 there were 2,081 eligible applicants. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property.</p> <p>There is limited data on marriage and civil partnership.</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>There is limited data on marriage and civil partnership.</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>We do not have sufficient data on marriage and civil partnership to assess the impact of the proposal, but we do not anticipate that it will have a negative impact on this group. When planning the installation of the new homes consideration should be given to the potential disruption to all residents.</p>				
Pregnancy and Maternity	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day (27 March 2011) was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. ONS births figures show Harrow as having 3,526 live births in 2019. 14 live births per 1000 population is higher than the England & Wales average of 10.8.</p> <p><u>Housing Register</u></p> <p>In November 2020 there were 2,081 eligible applicants. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>There is limited information specifically about pregnancy and maternity (with children aged under 2 years). Unlike some other protected characteristics, the status of pregnancy and maternity changes. Whilst we record this information at the application stage and again at the offer/letting stage, and it is the responsibility of the applicant to notify us of changes in their circumstances, we are unable to keep every record up-to-date on the Housing Register</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>There is limited information specifically about pregnancy and maternity (with children aged under 2 years).</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>We do not have sufficient data on pregnancy and maternity (with children aged under 2 years) to assess the impact of the proposal, but we do not anticipate that it will have a negative impact on this group. When planning the installation of the new homes consideration should be given to the potential disruption to pregnant residents and those with infants. There may also be the scope to consider other improvement to the existing building as a result of proposed development which may improve access, such as installation of a lift.</p>			
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Race/ Ethnicity	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day (27 March 2011) was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. Harrow's population is one of the most diverse nationally. 64% of Harrow's population is from a BAME background. 45.4% of the population identify as Asian, which ranks 2nd nationally and 9.7% are of Black heritage. Since 2001 there has been a 59.4% increase in the number of residents who are Asian. The largest ethnic groups in the borough are Indian, followed by Kenyans and Sri Lankans. Harrow is home to the largest Sri Lankan born community in the country. The top three nationalities of the most recent arrivals to the borough are Romanian, Indian, and Polish</p> <p><u>Housing Register</u></p> <p>In November 2020 there were 2,081 eligible applicants. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property. 78% of applicants disclosed their ethnicity and 31% of these were White, 29% were Asian, 26% were Black, 7% were of Mixed ethnicity and 8% were of Other ethnicity.</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>Please note that not all leaseholders reside in the properties that they have bought, and data is not held about their private tenants.</p> <p>37 residents did not disclose their race or ethnicity and data is not recorded for 32 residents. Of those 75 residents whose race or ethnicity is known, 35% are White, 33% are Black, 24% are Asian, 5% are of Other ethnicities and 3% are of Mixed heritage-White & Black Caribbean.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<p>Of the 48 residents who live on the top floors (included in the data above) 10 residents did not disclose their race or ethnicity and data is not recorded for 15 residents. Of those 23 residents whose race or ethnicity is known, 44% are Black, 35% are White, 17% are Asian and 4% are of Other ethnicities.</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>Increasing the supply of available affordable housing in Harrow through this project will have a positive impact across protected characteristics, particularly on housing register applicants seeking social housing.</p> <p>Based on the known data the majority of residents on the estate are White, followed by Black. On the top floors the majority of the residents are Black, followed by White. When planning the installation of the new homes consideration should be given to the potential disruption to all residents and this should be discussed during the consultation process. Mitigations might be avoiding some works being carried out at particular times, provision of a refuge space during some elements of the construction, a Resident Liaison officer in close contact with individual residents as well as providing advance notice of work.</p>			
Religion or belief	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day (27 March 2011) was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. Religious diversity is strong in Harrow. At the 2011 Census Harrow was the most religiously diverse borough in the country. Harrow had the highest number (and proportion) of Hindu followers in the country (25.3%), the highest number of Jains (2.2%) and the second highest number of Zoroastrians. Harrow's Jewish community was the sixth largest nationally. 37.3% of residents were Christians (the 5th lowest proportion in the country) and 12.5% were Muslims. Harrow had the 2nd lowest ranking for 'no religion'.</p> <p><u>Housing Register</u></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>In November 2020 there were 2,081 eligible applicants. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property. In November 2020 only 32.3% of applicants disclosed their religion. Of these applicants 39% of applicants were Christian (12.6% of total), 35.4% were Muslim (11.4% of total), 12.8% had no religion (4.1% of total) and 9.5% were Hindu (3.1% of total). The remainder were Buddhist, Jewish, Sikh or from other religions</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>There is limited information specifically about religion or belief.</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>We do not have sufficient data on religion or belief to assess the impact of the proposal, but we do not anticipate that it will have a negative impact on any particular religious or faith group. When planning the installation of the new homes consideration should be given to the potential disruption to all residents and this should be discussed during the consultation process. Mitigations might be avoiding some works being carried out at particular times (including key religious festivals), provision of a refuge space during some elements of the construction, a Resident Liaison officer in close contact with individual residents as well as providing advance notice of work.</p>			
Sex	<p><u>Population of Harrow</u></p> <p>The total usual resident population in Harrow on Census Day (27 March 2011) was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. The 2011 Census showed that in Harrow 49.4 per cent of residents were males and 50.6 per cent were females. The Government's population estimates as of mid-2019 show that the total population of Harrow is made up of 125,800 men and 125,400 women. Overall, the number of males and females living in Harrow is very similar.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p><u>Housing Register</u></p> <p>In November 2020 there were 2,081 eligible applicants. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property. 65% of these applicants are female and 35% male.</p> <p><u>Berridge estate</u></p> <p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>Please note that not all leaseholders reside in the properties that they have bought, and data is not held about their private tenants.</p> <p>55% of residents are female and 45% are male.</p> <p>Of the 48 residents who live on the top floors (included in the data above) 60% of residents are female and 40% are male.</p> <p><u>Impact of the proposal on this protected characteristic</u></p> <p>Increasing the supply of available affordable housing in Harrow through this project will have a positive impact across protected characteristics, particularly on housing register applicants seeking social housing.</p> <p>Across the estate slightly more residents are female than male. On the top floors more residents are female than male. When planning the installation of the new homes consideration should be given to the potential disruption to all residents. and this should be discussed during the consultation process. Mitigations might be avoiding some works being carried out at particular times, provision of a refuge space during some elements of the construction, a Resident Liaison officer in close contact with individual residents as well as providing advance notice of work.</p>			
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Sexual Orientation	<u>Population of Harrow</u>				
	<p>The total usual resident population in Harrow on Census Day (27 March 2011) was 239,100 people. The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200. ONS data shows that the proportion of the UK population aged 16 years and over identifying as heterosexual or straight decreased from 95.3% in 2014 to 94.6% in 2018 and the proportion identifying as lesbian, gay or bisexual (LGB) increased from 1.6% in 2014 to 2.2% in 2018. In 2018, there were an estimated 1.2 million people aged 16 years and over identifying as LGB, with men (2.5%) more likely to identify as LGB than women (2.0%) in 2018. Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2018 (4.4%). More than two-thirds (68.7%) of people who identified as LGB were single (never married or in a civil partnership).</p> <p>Among English regions, people in London were most likely to identify as LGB (2.8%) but organisations such as Stonewall believe the true figure to be higher. This would equate to at least 7,000 Harrow residents identifying as lesbian, gay or bisexual (LGB) but there is limited data held about the protected characteristic of sexual orientation for the Harrow population.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<u>Housing Register</u>				
	<p>In November 2020 there were 2,081 eligible applicants on the housing register. 1,930 (92.7%) were 'homeseekers' and 151 (7.3%) were 'transfer applicants'- those already in social housing but with an identified need to move to a more suitable property.</p> <p>There is limited data about sexual orientation. Only 29% of applicants have disclosed their sexual orientation.</p>				
	<u>Berridge estate</u>				
	<p>The Berridge estate (Buckingham and Whitchurch Avenue) comprises 12 blocks with a total of 144 flats, 48 of which are on the top floors of the blocks.</p> <p>There is limited data on sexual orientation.</p>				
<u>Impact of the proposal on this protected characteristic</u>					

	We do not have sufficient data on sexual orientation to assess the impact of the proposal, but we do not anticipate that it will have a negative impact on this protected characteristic. When planning the installation of the new homes consideration should be given to the potential disruption to all residents.			
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2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?

Yes No

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below.

The provision of additional affordable housing for rent will have a positive impact on groups with the following protected characteristics in view of the diversity profile of those seeking social housing: race/ethnicity and sex.

2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?

Yes No

If you clicked the Yes box, Include details in the space below

3. Actions to mitigate/remove negative impact

Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for each group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer
Potential disruption to residents during construction-all protected characteristics but particularly age and disability.	Consultation and Engagement Strategy	Regular liaison of with residents, review of compliments and complaints	During mobilisation, before and during the works	Project Manager
Potential disruption to residents during construction-all protected characteristics but particularly age and disability.	Communication Plan including providing advance notice of works and a Resident Liaison officer in close contact with individual residents	Regular liaison of with residents, review of compliments and complaints	During mobilisation, before and during the works	Project Manager
Potential disruption to residents during construction-all protected characteristics but particularly age, disability, race/ethnicity and religion.	Avoiding some works being carried out at particular times/on certain dates.	Regular liaison of with residents, review of compliments and complaints	During the works	Project Manager

4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

Advance equality of opportunity between people from different groups

Increasing the supply of available affordable housing in Harrow through this project will have a positive impact across protected characteristics, particularly on housing register applicants seeking social housing who are affected by a range of socio-economic factors and by the lack of affordability of housing in Harrow.

Foster good relations between people from different groups

There will be further consultation with estate residents, informal and formal, to progress the project. A Consultation and Engagement Strategy and a Communication Plan will be developed.

5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Outcome 2

Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4

Outcome 3

This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.

Include details here- see section 3.